

MASTER CONTRACT

BETWEEN

THE CAMANCHE EDUCATION
ASSOCIATION

AND

THE CAMANCHE COMMUNITY
SCHOOL DISTRICT

FOR THE

2006-2007
SCHOOL YEAR

TABLE OF CONTENTS

| | <u>Page</u> |
|--|---------------|
| ARTICLE 1 Recognition..... | 1 |
| ARTICLE 2 Grievances | 1, 2, 3, 4, 5 |
| ARTICLE 3 Rights | 5, 6, 7 |
| ARTICLE 4 Payroll Deductions | 7, 8 |
| ARTICLE 5 Salary | 8, 9 |
| ARTICLE 6 Supplemental Pay | 10, 11 |
| ARTICLE 7 Insurance | 11, 12, 13 |
| ARTICLE 8 Sick Leave | 13 |
| ARTICLE 9 Temporary Leaves of Absence | 14, 15, 16 |
| ARTICLE 10 Extended Leaves of Absence | 16, 17 |
| ARTICLE 11 Work Year | 17 |
| ARTICLE 12 Hours and Load | 18 |
| ARTICLE 13 Reduction of Staff | 19, 20 |
| ARTICLE 14 Health and Safety | 21 |
| ARTICLE 15 Employee Evaluation | 21, 22 |
| ARTICLE 16 Transfers | 22, 23 |
| ARTICLE 17 Professional Development and Educational Improvement | 23, 24 |
| ARTICLE 18 Printing | 24 |
| ARTICLE 19 Duration | 25 |
| SCHEDULE Hiring Schedule | 26 |
| SCHEDULE Supplemental Salary Hiring Schedule | 27, 28, 29 |
| APPENDIX Letter of Understanding | 30 |
| APPENDIX B Letter of Understanding | 31 |

CHAPTER 1
BASIC AGREEMENT PROVISIONS

ARTICLE 1. RECOGNITION

Section A. Unit

The Board of Directors of the Community School District of Camanche recognizes the Camanche Education Association as the sole and exclusive negotiation agent for all full time regularly employed personnel.

Section B. Definitions

1. The term "Board", as used in this agreement, shall mean the Board of Education of the Community School District of Camanche or its duly authorized representative.
2. The term "employees", as used in this agreement, shall mean all full time and regular part-time professional employees, including certified nurses, librarians, counselors, and classroom teachers; and including but not limited to department heads, and team leaders.
EXCLUDED: Superintendent, administrative assistant, principals, all non-professional employees, athletic director, substitute teachers, and all others excluded by Section 4 of the Act.

ARTICLE 2. GRIEVANCES

Section A. Definitions

1. A "grievance" is a claim by an employee or the Association that there has been a violation, misapplication, or misinterpretation of any provisions of this Agreement.
2. Grievant – A "grievant" is the person or the Association filing the grievance.

Section B

Grievance Processing - It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving teacher or of the teaching staff.

Section C

The grievant may be represented at all levels of the grievance procedure by himself, or at his option, by a representative or representatives selected or approved by the Association. The appropriate immediate supervisor and/or the Superintendent also have the right to representation at all levels of the grievance procedure.

Section D

Procedure – Any grievance shall be processed in the following manner:

1. Level 1. The grievant shall attempt to resolve the grievance informally, within 15 school days of its occurrence or within 15 school days after a grievant could reasonably be expected to have been aware of the alleged violation, by informal discussion with the appropriate immediate supervisor. If grievances occur or are not completed within the school year, school days for purposes of this grievance procedure shall be interpreted to mean central office workdays. The appropriate immediate supervisor will reply in writing to the grievant within five (5) school days after discussion of the grievance.
2. Level 2. If, after discussion with the grievant's appropriate immediate supervisor at Level 1, the grievance is not settled and the grievant wishes to appeal the grievance to Level 2, the grievant will reduce the grievance to writing and submit it to the appropriate immediate supervisor within ten (10) school days after receipt of appropriate immediate supervisor's written reply. The written grievance shall contain a clear and concise statement of the alleged grievance, including the facts upon which the grievance is based, the issues involved, the provisions of this Agreement involved, and the relief sought.

At this point, a grievance resolution team (GRT) consisting of three (3) members appointed by administration, including the superintendent, and three (3) members appointed by the Association, including the Association president, will be convened to attempt to resolve the grievance. One member from management and one member from Association will serve as the facilitator or recorder as agreed upon by the team. All members of the GRT will have been trained and be competent in the interest based problem solving process used in negotiations. The grievant and immediate supervisor will not be part of the GRT, but they are expected to meet with the GRT when necessary to provide information and to otherwise assist the GRT in its efforts to secure a resolution of the grievance locally through an interest based problem solving process.

The GRT shall meet within ten (10) school days of receipt of the Level 2 grievance and shall issue a recommendation of resolution or report a lack of consensus in writing to the Association President and Superintendent within twenty (20) school days of the team's first meeting. It is the purpose of this team to review the history and facts surrounding the grievance. The GRT will use this information and problem solving process to attempt to resolve the grievance. The GRT may utilize the critical friend from IBB. If the GRT reaches consensus concerning the appropriate resolution of the grievance, it shall issue a written report that shall include a copy of the written grievance, history, facts, and documentation reviewed by the GRT. *This report shall be the response to the written Level 2 grievance to the grievant and the appropriate immediate supervisor.* If there is not consensus, the superintendent shall provide a written answer to the grievant within ten (10) school days after receipt of the GRT report.

3. Level 3. Grievances not settled at level 2 of the grievance procedure may be appealed to arbitration by the Association by written notice of a request for arbitration, submitted to the Superintendent or the Superintendent's designee, with fifteen (15) school days of receipt of the GRT report or the Superintendent's answer at Level 2. Within seven (7) school days of receipt of such request, representatives of the District and the Association shall attempt to select a mutually acceptable arbitrator. Failing to do so, they shall within seven (7) school days of such arbitration request, jointly request the Public Employment Relations Board to submit a list of five (5) arbitrators. Within five (5) school days after receipt of such list, the parties designated representatives shall determine by lot the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the seventh remaining person shall act as the arbitrator. *The arbitrator shall schedule a hearing on the grievance and, after hearing such evidence the parties desire to present, shall render a written opinion and award. The arbitrator shall have no authority to add to, subtract from, modify or amend any terms of this Agreement.*
 - A decision of the arbitrator shall, within the scope of the arbitrator's authority, be final and
 - binding upon the parties. Upon mutual agreement of the District and the Association, grievances involving similar facts, issues, and contract provisions shall be consolidated for hearing and determination. The District and the Association will share equally any joint costs of the arbitration procedure, such as the fee and expense of the arbitrator and the cost of the hearing room. Any other expense shall be paid by the party incurring them.

Should a grievance proceed to arbitration, the written report of the GRT will be submitted as a joint stipulation. No testimony will be provided regarding offers of settlement or options for

resolution of the grievance that were developed during the GRT step of the grievance procedure.

Prior to convening of a GRT for those grievances arising from Article 3B (Employee Rights) or Article 15 (Teacher Evaluation Procedures), the grievant and the involved supervisor(s) must each complete their own interest base Level 2 waiver which affirms the following to the Association and the District:

- a. That the grievant and involved supervisor(s) voluntarily elect to submit the grievance to the GRT Process;
- b. That participation by the grievant and involved supervisor(s) in the GRT Process will not give rise to any claims whatsoever by the grievant or the involved supervisor(s) against participants in the process, including the Association and the Association's representatives as well as the District and the District's representative's. It is understood that lack of consensus by the GRT will result in a written answer by the superintendent and that said written answer may be appealed to Arbitration by the grievant, subject to approval of the Association. Also a decision of the grievant and/or involved supervisor(s) not to utilize the GRT for a 3B or Article 15 grievance will necessitate a written answer to the grievance by the superintendent within ten (10) school days of when the grievant submitted the grievance in writing in accordance with timelines set forth in Level 2. The superintendent's written answer in this instance could also be appealed to arbitration, subject to the approval of the Association.

Section E

The failure of any grievant or the Association or its representatives to appeal a grievance to the next level with the time limits specified above shall bar further appeal, provided, however, the failure of the Employer's specified representatives to answer the grievance within applicable time limits shall constitute a denial and permit appeal to the next level, and provided further, any such time limits may be extended by mutual agreement.

Section F

No reprisals. No reprisals of any nature shall be taken by the District against any grievant or his representatives because of their participation in the grievance procedure.

INTEREST BASED LEVEL 2 WAIVER

The undersigned grievant and involved supervisor(s) hereby voluntarily exercise their right to utilize an Interest-Based Alternative Grievance Procedure (Hereafter "GRT Procedure") to attempt to resolve their dispute arising under Article 3B (Employee Rights) OR Article 15 (Teacher Evaluation Procedures) of the master contract. In addition to opting for the GRT Procedure, the undersigned parties state as follow:

1. I have voluntarily elected to submit this grievance to the GRT process.
2. My participation in this process will not rise to any claims whatsoever against other participants in the process.
3. I understand that should "assistance from" the grievance resolution team fail to resolve this matter at Level 2, the grievant may appeal the matter arbitration pursuant to Article 2 of the master contract, subject to the approval of Camanche Education Association.

Date

Date

Grievant

Supervisor

ARTICLE 3. RIGHTS

Section A. Employer Rights

The Board shall have, in addition to all powers, duties and rights established by constitutional provision, statute, ordinance, charter, or special act, the exclusive power, duty, and right to:

1. Direct the work of its public employees.
2. Hire, promote, demote, transfer, assign, and retain public employees in positions within the public agency.
3. Maintain the efficiency of governmental operations.

4. Determine and implement methods, means, assignments and personnel by which the public employer's operations are to be conducted.
5. Take such actions as may be necessary to carry out the mission of the public employer.
6. Initiate, prepare, certify, and administer its budget.
7. Exercise all powers and duties granted to the public employer by law.

Section B. Employee Rights

1. Rights and Protection in Representation

It is recognized that the public employees of the Camanche Community School District shall enjoy all rights as guaranteed by state laws and the Constitutions of the United States and of Iowa. However, the enjoyment of these rights shall not be subject to the grievance procedure provision of this contract.

2. Association Identification

No employee shall be prevented from wearing pins or other identification of membership in the Association or its affiliates.

Section C. Association Rights

1. Use of Facilities

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Any out-of-pocket expenses to the District resulting from such meetings will be borne by the Association. As appropriate, given school district policy, such meetings will be scheduled with the Superintendent's office.

2. Communications

The Association shall have the right to post notices of activities and matters of Association concern on employee bulletin boards, at least one of which shall be provided in each school building in areas designated for employee use, such as teacher's lounges and workrooms, but not in areas open to the public or students. The Association may use the district mail service and employee mailboxes for communications to employees. A copy of all materials passed through the school mail services will be sent to the Superintendent.

3. Access to Members

Duly authorized representatives of the CEA and representatives of the affiliate, with permission of the Superintendent shall be permitted to transact official Association business on school property at all reasonable times (preparation periods, before and after school and at noon break), provided that this shall not interfere with or interrupt normal school operations.

4. Information

The association shall be furnished on request regularly and routinely prepared information concerning the financial condition of the school, including the adopted budget. In addition, the Board and the administration will grant reasonable requests for other readily available and pertinent information which may be relevant to negotiations. Nothing herein shall require the administrative staff to research and assemble information.

5. Released Time

At the beginning of each school year and conditioned on being given advance notice of one (1) week, except in the case of emergency, the Board will credit to the Association paid and released time to a total of eight (8) days per year for the purpose of transacting official Association business by its officers and Association-authorized members.

6. Board Meetings

The Board shall place on the agenda of each regular Board meeting an item for consideration under "new business" any matters brought to its consideration by the Association provided that such matters are made known to the Superintendent's office seven (7) days prior to said meeting. A copy of the School Board agenda will be sent to the president of the CEA at the time of mail out.

ARTICLE 4. PAYROLL DEDUCTIONS

Section A. Authorization

Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing payroll deduction of professional dues and/or insurance and/or annuity programs and/or credit union and/or United Way. This assignment must be executed within the period fifteen (15) days prior to the first day of September, December, March, or June, except that in the case of an employee hired in mid-school year, the same limits apply based on effective date of employment.

Section B. Regular Deduction

Pursuant to a deduction authorization, the Board shall deduct one-tenth (1/10) or one-twelfth (1/12) of total dues from the regular salary check of the employee each month dependent upon the salary check option chosen by the employee.

Section C. Pro-Rated Deduction

Employees who begin deductions after September shall have the total deductions pro-rated on the basis of the remaining months of employment.

Section D. Duration

Such authorization shall continue in effect from year to year unless revoked in writing by a thirty (30) day notice to the Board and to the Association.

Section E. Transmission of Dues

The Board shall transmit to the Association the total monthly deduction for professional dues within ten (10) days following each regular pay period and a listing of the employees for whom deductions were made.

Section F. Hold Harmless

The Association agrees to hold the District harmless for any liability or claims arising out of the compliance with dues deduction.

ARTICLE 5. SALARY

Section A. Hiring

1. New employees shall be placed on the Hiring Schedule.
2. Credit for Experience
Any employee entering into the District may receive up to ten (10) years of teaching experience credit

Section B. Advancement

1. Experience:
Employees who work 100 days or more (paid holidays and paid leaves included within the 100 days) shall be granted one (1) increment of .04 (4%) for the year of experience.

2. Education

At the beginning of the school year, employees who are eligible to move to a higher educational lane shall be placed in the appropriate lane in accordance with the Hiring Schedule. Educational lane advancement shall be defined under Article 17, Section A.

Section C. Method of Payment

1. Each employee shall be paid in either ten (10) or twelve (12) equal installments on the 25th of each month. The employee must notify the Board which method of payment shall be used within fifteen (15) days after school starts, except that in the case of an employee hired in mid-school year, the same limits apply based on effective date of employment. Employees shall receive their checks at their regular buildings and on regular school days unless otherwise designated by the teacher.

2. Exceptions

When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day.

3. Final Pay

Each employee leaving the District shall have the option of receiving all or any part of his *earned contracted salary on the tenth pay period of the in-school work year.*

4. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employees.

Section D. Extended Contract

Employees working on extended contracts will receive a per diem rate for extra days work. That rate is 1/192 of the teaching salary. This does not apply to summer school, chaperoning duties, or coaching duties.

Section E.

Grade 5 - 12 employees assigned an extra teaching period in addition to what the administration considers a normal teaching load (5 classes), will be compensated an additional \$1,100 or fraction thereof depending on the length of the course.

ARTICLE 6. SUPPLEMENTAL PAY

Section A. Extra-Curricular Activities

1. Approved Activities

The Board and the Association agree that the extra-curricular activities listed in the schedule are official school-sponsored activities.

2. Rates of Pay

Employee participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay or other stipulations in the attached Supplemental Salary Hiring Schedule. .

3. The generator base for the Supplemental Salary Hiring Schedule will be \$20,725.00.

Section B. Expenses of Traveling Employees

1. Employees who may be requested to use their own automobiles in the performance of their duties and employees who are assigned to more that one (1) school per day shall be reimbursed for all such travel at the rate set by the State of Iowa.

2. The same allowance shall be given for use of personal cars for field trips or other business of the District.

Section C. Summer School

All employees hired to teach during the Summer School will be hired to teach at the rate of twenty (20) dollars per hour. Exclusions to this rate are Summer Tennis Director to be paid at the rate of ten (10) dollars per hour, Summer Physical Fitness Director to be paid at the rate of six and one-half (6.50) dollars per hour, Summer Band Director to be paid at the rate of ten (10) dollars per hour, and Drivers Education to be paid at the rate of twenty-one (21) dollars per hour.

Section D. Ticket Taking

Taking tickets at high school athletic events will be compensated at the rate of ten (10) dollars per hour.

Section E. Chaperoning Buses

Teachers who chaperone a bus to an athletic event out of town will be compensated at the rate of twenty-five (25) dollars per event.

Section F. Crowd Control

Teachers who supervise at a school event outside of the regular school day will be compensated at the rate of ten (10) dollars per hour.

ARTICLE 7. INSURANCE

Section A. Types

The Board agrees to provide all full time employees the following paid insurance protection.

1. Health and Major Medical

Each employee shall participate in a health insurance plan. The Board shall pay \$467.09 monthly for single health and major medical insurance. The Board shall pay \$992.99 monthly for family health and major medical insurance. Benefit levels under this program will not be less than those of the 1991-92 program.

2. Tax Shelter Annuity

Each employee who selects single insurance as an option for health insurance will also be eligible to participate in a Board provided tax shelter annuity. The Board will contribute \$120.00 per month for the T.S.A or the employee may choose to take \$120 per month as salary.

3. Workers Compensation

Each employee shall be covered by workers compensation paid for by the Board in accordance with state and federal laws.

4. Disability and Life

Each full time employee shall purchase a combination disability insurance term life insurance program. The disability insurance will provide sixty (60) percent of each employee's monthly income to a maximum of \$2,000 per month with a benefit period to age 65 for disability due to sickness or accident. There will be a 90 day waiting period before these benefits begin. The term life insurance will provide a minimum death benefit of \$40,000.

The cost of this combination program will be paid by the employee. The district will reimburse each employee an amount equal to the monthly premium cost.

Due to the retirement law change, the District will not be responsible for Long-Term disability coverage of employees age 65 and older. Also, the district is not responsible for limitations imposed by the carrier on health insurance coverage for 65 and older employees.

5. Dental Insurance

Each full time employee will be provided single dental insurance equivalent to the Delta Dental I program. Full time employees have the option to purchase family dental at the employee's expense. The District is not responsible for limitations imposed by the carrier.

6. Prescription Drug

Each full time employee will be provided a prescription drug card.

Section B. Health and Major Medical - Part Time

Part time employees have the option to purchase single health and major medical coverage as part of the District group. The employee will assume the entire cost of this coverage.

Section C. Coverage

The insurance programs shall be for twelve (12) consecutive months beginning September 1 of each year and ending August 31 of the following year. Employees new to the District shall be covered by the insurances within the insurable periods stated above.

Section D. Descriptions

The Board shall provide each employee a description of the insurance coverage provided herein which shall include a clear description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of applications and enrollment meetings.

Section E. Selection of Carriers

All insurance program carriers shall be selected by the Board.

Section F. Continued Health and Major Medical Insurance

In the event that an employee absent, because of illness or injury, has exhausted sick leave accrual, the above mentioned insurance benefits shall continue as normal throughout the balance of the school year.

Section G. Flexible Spending Account

Employees have the option of participating in a Flexible Spending Account Program paid for by the district and administered by a third party.

ARTICLE 8. SICK LEAVE

All employees shall be entitled to ten (10) sick days the first year of employment, eleven (11) sick days the second year of employment, twelve (12) sick days the third year of employment, thirteen (13) sick days the fourth year of employment, fourteen (14) sick days the fifth year of employment, and fifteen (15) sick days the sixth and subsequent years of employment as of the first official day of said school year. Unused sick leave days shall be accumulated from year to year up to one hundred sixty-five (165) days. An employee on a leave of absence is not entitled to sick leave.

If an employee has 165 days of accumulated sick leave, he/she will also receive the 15 additional days at the start of the school year. However, the accumulative total at the end of the year can be no more than 165 days.

Employees may use up to their annual allotment of sick leave, ranging from a minimum of ten (10) days to a maximum of fifteen (15) days per year with no accumulation, to be used for the illness of a spouse, children, parents of spouse, and parents of employee. These days, if used, shall be deducted from employee's accumulated sick leave.

The general guidelines for the Camanche School District for the length of maternity leave covered by an employees' accumulated sick leave are as follows: six weeks for a vaginal delivery, and eight weeks for a Caesarean delivery. However, in either case, should a doctor recommend that the employee stay home for a longer period of time, the employee may continue to use accumulated sick leave.

For information regarding paid holidays, refer to Article II, Work Year, Section B.

For information regarding extended leave beyond an employees' accumulated sick days, refer to Article 10, #6.

ARTICLE 9. TEMPORARY LEAVES OF ABSENCE

Section A. Paid Leave

All full time employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year, except where specifically excluded:

1. Jury and Legal

Any employee called for jury duty or subpoenaed to testify in a court of law during school hours shall be provided such time. In order that no one shall suffer financial loss because of such absence, the difference between his normal salary and the compensation for jury duty shall be paid.

2. Professional

Professional leave days will be presented to the building principal for approval. The days should be allotted to each teacher in each building on a rotating basis, unless the CEA Executive Board and administration agree on a different allotment. Professional days shall be used for the purpose of:

- (a) Visitation to view other instructional techniques or programs.
- (b) Conferences, workshops, or seminars conducted by colleges, universities, or other educational institutions or organizations.

3. Bereavement

In the case of each death in the immediate family, up to four (4) days of absence with full pay may be granted provided the funeral occurs during one of these consecutive work days. Two (2) additional days may be granted by the Superintendent, especially in cases of extreme grief or distance. The immediate family shall be construed to mean father or mother, spouse, son, daughter, brother, sister, or father-in-law, mother-in-law, stepmother, stepfather, stepchild, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents, and grandchildren.

In the event of each death of an employee's (or their spouse's) grandparent, aunt, uncle, niece, or nephew, the employee shall be granted up to two (2) days of leave. This leave shall not be accumulative and shall not be deducted from regular sick leave and is subject to approval by school administration.

In the event of the death of an employee or student in the Camanche School District, the principal or immediate supervisor of said employee or student may grant to an appropriate number of employees sufficient time to attend the funeral.

A bereavement day for a friend or unlisted relative may be taken in exchange for one day of sick leave (may be taken in 1/2 day increments), not in excess of one day per year.

4. Personal Leave

Each employee will be entitled to two (2) days a year of Personal Leave to be used at the employee's discretion. Personal days may accumulate up to five (5) days. Employees may, at the end of each school year, sell back any unused Personal Leave days at the current sub rate by notifying the Board Secretary by June 5 for a June 25 payment.

Employees may purchase an additional day annually at the current sub rate, excluding "Black Out Days". Black Out Days may be purchased at the rate of two (2) Personal Days for each Black Out Day purchased.

One personal day may be granted per year in exchange for five (5) sick days if the employee has accumulated 165 days of sick leave in addition to having a minimum of five (5) more days of the present year's allotment. This personal day may not be accumulated.

*Black Out Days are the first five days and last five days of school and the school days immediately preceding or following vacation and holidays.

No more than 15% of the building staff will receive pre-approval for Personal Days.

Request forms for Personal Leave, provided by the school district, shall be submitted to the building principal at least three (3) school days in advance. In case of emergency, the three (3) day notice may be waived.

5. Military Leave

Leaves of absence shall be granted to employees who are members of the National Guard or Military Reserve in cases of state or federal activation in accordance with Chapter 29A of the Code of Iowa.

6. Adoption Leave

An employee may be granted a paid leave of absence, *not to exceed a total of 10 days per school year* in the case of the employee adopting a child or children. The days do not have to be used consecutively. Such paid leave days shall be charged to the employee's accrued sick leave. *If both husband and wife are employees, each shall have the opportunity to use this provision.*

ARTICLE 10. EXTENDED LEAVES OF ABSENCE

1. Employees may request extended leaves of absence without pay for a period of time to be terminated at the conclusion of the semester during which the leave commenced or for one additional semester following the conclusion of the semester in which the leave commenced. An employee shall file an application with the Superintendent. The application shall be reviewed by that office and will be submitted to the Board for their consideration. Extended leaves of absence may be granted for health, professional study, to hold political office, or family responsibilities which may include child nurturing. The employee's service will resume either at the beginning of the fall or spring semester in accordance with the leave of absence agreement.
2. While on extended leave, the employee's interest in the retirement funds, accumulated sick leave and placement on the salary schedule shall be frozen. At the conclusion of the extended leave of absence, the salary and seniority of the employee will be in accordance with Article 5: Section B.1.
3. A request for early termination of the leave agreement and a reinstatement of position must be made in writing to the Superintendent at least thirty (30) days prior to the beginning of the new semester. The employer shall reserve the right to delay reinstatement until the beginning of the school semester following the request. Early reinstatement before the beginning of the new semester would be contingent upon an available vacancy.
4. All requests for leaves of absence shall carry affirmation of intention of the applicant to return to an assignment in the District upon termination of such leave.
5. The leave may be renewed upon application and approval by the Superintendent.

6. Refer to the Family and Medical Leave Act of 1993 for further details regarding extended leaves. (The administrative office has a copy for your reference.)

ARTICLE 11. WORK YEAR

Section A. In-School Work Year

1. Regular Contract

The in-school work year for employees contracted on a nine (9) month basis (other than new personnel which may be required to attend an additional one (1) day of orientation) shall not exceed one hundred ninety-two (192) days.

2. Elementary Work Day

Elementary teachers (K-4) will have the option of working in his/her classroom during the seven week days prior to the start of the regular contract year at a per diem rate up to a maximum of sixteen (16) hours.

3. Extended Contract

The in-school work year of employees contracted on a twelve-month basis shall not exceed two hundred forty (240) days.

4. Definition of In-School Work Year

The in-school work year shall include days which pupils are in attendance, orientation days, paid holidays, in-service days, and any other days on which employee attendance is required.

Section B. Holidays

The regular and extended contract of employees shall include seven (7) paid holidays. Such holidays shall include Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Good Friday, Memorial Day, and a one day spring break. No employee shall be required to perform duties on any of the above holidays.

Section C. Calendar

The present practice of having a committee of teachers to consult with the Superintendent on each year's calendar shall be continued.

ARTICLE 12. HOURS AND LOAD

Section A. Workday

1. The normal in-school day shall consist of not more than eight (8) hours.
2. On Fridays and on days preceding holidays or vacations, the employees' day shall end at the close of the pupils' day.

Section B. Meetings

1. Faculty Meetings

Employees may be required to remain after the end of the regular workday, except in cases of emergency, for the purpose of attending faculty meetings one (1) day each month. Such meetings shall last no later than 4:30 p.m. If additional time is needed, students shall be dismissed early. Meetings shall not be called on Fridays or on any day immediately preceding any holiday or other day upon which teacher attendance is not required at school.

2. In addition to faculty meetings, employees are expected to attend open house and parent-teacher conferences that occur at times other than normal working hours.

3. Notice and Agenda

The notice and purpose of any meeting shall be given the employees at least one (1) school day prior to meetings, except in an emergency. Employees shall have the opportunity to suggest items for the agenda.

Section C. Preparation Time

In addition to a 30 minute duty free lunch period, each regular full time employee shall have a minimum of 200 minutes per normal week for the purpose of preparation. Preparation time shall be scheduled between 8:25 a.m. and 3:00 p.m. Prep time for middle and high school teachers shall be scheduled between the start of first period and the end of eighth period. The exact times in each building may vary from day to day due to early dismissals, late starts, or special programs.

ARTICLE 13. REDUCTION OF STAFF

Section A. Seniority

1. For the purpose of this Article seniority will be computed from the employee's date of signing a contract in the Camanche Community School District and will begin to accrue on the first day of actual service in the Camanche Community School District.
2. In the event two or more employees have the same seniority, then the employer will make the decision on whom is to be laid off.
3. Seniority will be in the category in which he/she is currently assigned. In the event an employee is teaching in more than one subject or more than one of the three listed categories, then he/she will be credited with a full year of seniority in each area or category.
4. Employees working less than full time after the 1981-82 school year will have their seniority pro-rated for part-time years of service. (i.e., full year 1/2 time equals 1/2 year seniority.) If a part-time employee teaches in more than one category or subject area, he/she will be credited with pro-rated share in each.

Section B. Layoff

1. In the event the employer determines that employees must be laid off, the following procedures will be followed for all employees covered under this contract.
 - A. Employees with less than two (2) full years of experience in the Camanche Community School District may be laid off at the discretion of the employer.
 - B. Employees with two (2) or more full years of experience in the Camanche Community School District will be laid off in the reverse order of their seniority. The intent of the language is to retain full time positions rather than create part-time positions, wherever possible, within the following categories:
 1. Grades K-6, including librarians, Reading, Title, TAG, and Guidance.
 2. Grades 7-12, within each subject area, including 7-12 Media Specialist.
2. Grades K-12, each special subject area being a separate category: SLD, Music, Art, P.E., Nurse.

Section C. Recall

1. Any employee laid off pursuant to this policy will have recall rights, based on seniority, to a vacant position in which he/she is qualified for a period of two (2) years from the effective date

of layoff which is June 30. However, if the subject area or category from which he/she is qualified is different from that in which he/she was laid off, other employees on layoff from that subject area or category will be recalled first.

2. Any employee re-employed by exercising his/her recall rights shall be given related benefits and experience, such as accrued sick leave, seniority status, and salary placement upon his/her pre-employment in the district.
3. Any employee who is laid off under this policy shall be notified for recall by registered mail. Failure to respond affirmatively to recall notice within twenty-one (21) days will cause an employee to forfeit his/her recall rights. An employee may also waive his/her recall rights in writing. The Board shall annually provide the Association with a current list of the recall status of laid-off employees. Any employee who isn't offered an equivalent position doesn't forfeit his/her recall rights; i.e., full position for full position.
4. Part-time employees who are laid off have recall rights only to an equivalent part-time position (not full time), (this does not preclude the District from recalling a part-time employee to a full time position), unless the employee was initially a full time employee who was subsequently reduced in time to part-time. In this latter case, the employee would have the rights to a full time position should they be laid off. Should a layoff result in a situation where a part-time employee refuses to take a full time position, the District has the right to fill the full time position in whatever manner they deem to be in the best interest of education for the District. That is, a part-time more senior employee could be laid off and a less senior employee placed in the full time position.

Section D. Seniority List

1. As soon as possible each school year, but no later than January 15, the District will provide a seniority list to the Association showing the current status of the employees' seniority. Within twenty-five (25) days of receipt of the seniority list, the Association must either ask for changes, or the list is considered correct for layoff purposes.

ARTICLE 14. HEALTH AND SAFETY

Section A. Physical Fitness - Employees

Physical examinations shall be required of all certificated employees prior to their initial employment with the school district. If a physical examination is required by the district, the cost shall be borne by the district up to a maximum of one hundred fifty (150) dollars.

Section B. Instructional Areas

Summer School shall be conducted in the air-conditioned classrooms when available in the District.

Section C. Protection of Employees

Unsafe and Hazardous Conditions - Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

Section D. Employee Facilities

Each school shall have the following facilities for employees:

1. Separate employee rest rooms for each sex and separate rest rooms for students in each building.
2. Dining area for the exclusive use of employees during a lunch period.

ARTICLE 15. EMPLOYEE EVALUATION

Section A. Classroom Evaluation

1. There is a difference between observation and evaluation. This section deals with but a single method of teacher evaluation: the formal evaluation of the classroom teaching performance. Nothing in this Article is to be construed as precluding observation and evaluation of teachers by any other means whatsoever as deemed appropriate by the Administration of the School District.
2. First and second year teachers shall be formally evaluated a minimum of twice each school year. Beyond the second year, teachers shall be evaluated a minimum of at least once every three (3) years.

3. Within six (6) weeks after the beginning of each school year or two (2) weeks prior to evaluation, teachers shall be acquainted by a member of the administrative staff with the evaluation procedures to be followed and the instrument to be used.
4. Conference and Copy
 - (a) The principal, assistant principal or department head shall write a report within seven (7) days of the evaluation with a copy given to the teacher prior to a post-evaluation conference. The evaluation form shall be signed by both parties. If suggestions for improvement have been made, any subsequent evaluations may not be conducted in less than two (2) weeks following the post-evaluation conference.
 - (b) Responses

The evaluation form shall be kept in the teacher's folder at the building level and at the central Administration Office. When an evaluation report is written, it shall be made available to the teacher. The teacher shall be provided an opportunity to respond in writing and the responses shall be attached to the report. Each copy of the report shall be signed by the teacher and the evaluator before it is placed in the permanent personnel file.
 - (c) All formal evaluation of classroom teacher performance of a classroom teacher shall be conducted openly and with full knowledge of the teacher.
5. Complaints

Any complaint directed toward an employee which is placed in his/her file(s) shall be called to the employee's attention. The employee shall have access and be able to photocopy the contents (except confidential college records) of said file(s), as well as respond in writing to the contents of said file(s).
6. An employee who has been evaluated as unsatisfactory or whose evaluation is the basis for recommendation for discharge has the right to challenge said evaluation through the grievance procedure set for in Article 3.

ARTICLE 16. TRANSFER

Section A. Definition

The movement of an employee to a different building shall be considered a transfer.

Section B. Notification of Vacancies

- 1. Date -- The Superintendent shall post in all school buildings a list of the vacancies which occur during the school year and for the following school year upon knowledge of vacancies.
- 2. Filing -- Employees who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such statement shall include the school or schools to which the employee desires to be transferred, in order of preference. Such requests for transfers for the following year shall be submitted not later than March 15.
- 3. Posting
As soon as practical, and no later than June 1, the Superintendent shall post in each school a system-wide schedule showing the names of all employees who have been transferred.

Section C. Involuntary Transfer

Notice of an involuntary transfer or reassignment shall be given in writing to employees as soon as practical. An involuntary transfer, or reassignment shall be made only after a meeting between the employee involved, the Association representative, and the Superintendent. Any employee involuntarily being transferred shall be placed only in an equivalent position -- one which does not involve reduction in base compensation.

Section D. Assignments

When two or more teachers desire the same position, and skill, ability, qualifications, and subject matter competence are equal in the sole and exclusive judgment of the Administration, seniority will prevail in the making of the assignment.

**ARTICLE 17. PROFESSIONAL DEVELOPMENT
AND EDUCATIONAL IMPROVEMENT**

Section A. Continuing College/University Education

Any professional employee who plans to enroll in a course or seminar at an accredited college or university may receive credit on the salary schedule for these hours provided they are graduate courses in the teacher's contract area or are courses that will improve one's teaching skill that have been previously approved by the Superintendent.

The employee must successfully complete the approved course work prior to the commencement of the fall semester and a transcript of the course work must be furnished by September 5. In the

event of late issuance of the transcript, satisfactory evidence to the Superintendent of completion of the course will be accepted. To receive credit for graduate hours past the master's degree, courses must be completed after requirements for the master's degree have been met.

Section B. Professional Conferences

The Board may provide, upon application by the employee and acceptance by the Superintendent, the necessary funds for employees who desire to attend professional conference. Travel, meals, lodging, and registration fees shall be deemed appropriate expenses, as well as cost of the substitute teacher needed to relieve the participant, with budgetary restraint.

Section C. In-Service Education as a Part of Work Year

An In-Service Committee with teacher representation shall be established for the purpose of making recommendations to the Board on the structure and content of the District's In-service Training program.

Section D. Additional Membership

Nothing in this Article shall be construed to prevent established committees from consulting with or appointing to sub-committees such additional employees, administrators, students, parents or other persons deemed desirable or appropriate. In the event professional consultants are needed, prior approval must be obtained from the Superintendent. The cost of approved consultants shall be paid by the Board.

ARTICLE 18. PRINTING

The final agreement shall be printed at joint expense. The cost shall be divided equally between the Association and the District.

ARTICLE 19. DURATION

Section A. Duration Period

This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007.

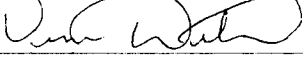
Section B. Separability

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law, then the Board and the Association shall consider a replacement for said provision. The remaining articles, sections, and clauses shall remain in full force and effect.

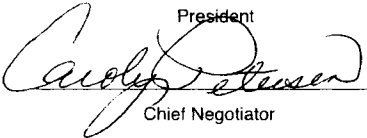
Section C. Signature

In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 14th day of July, 2006.

CAMANCHE EDUCATION ASSOCIATION

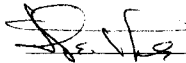


President

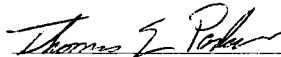


Chief Negotiator

CAMANCHE BOARD OF EDUCATION



President



Chief Negotiator

Section D. Finality and Effect of Agreement

This Agreement supersedes and cancels all previous collective bargaining agreements between the Board and the Association, unless expressly stated to the contrary herein. The Board and the Association for the life of this Agreement, each voluntarily and unequivocally waives any right which might otherwise exist under law to negotiate over any matters during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement.

| Experience | BA | BA+8 | BA+16 | BA+24 | MA | MA+12 | MA+24 |
|------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| 0 | \$23,212.00 1.12 | \$23,833.75 1.15 | \$24,455.50 1.18 | \$25,077.25 1.21 | \$26,320.75 1.27 | \$26,942.50 1.3 | \$27,564.25 1.33 |
| 1 | \$24,041.00 1.16 | \$24,662.75 1.19 | \$25,284.50 1.22 | \$25,906.25 1.25 | \$27,149.75 1.31 | \$27,771.50 1.34 | \$28,393.25 1.37 |
| 2 | \$24,870.00 1.2 | \$25,491.75 1.23 | \$26,113.50 1.26 | \$26,735.25 1.29 | \$27,978.75 1.35 | \$28,600.50 1.38 | \$29,222.25 1.41 |
| 3 | \$25,699.00 1.24 | \$26,320.75 1.27 | \$26,942.50 1.3 | \$27,564.25 1.33 | \$28,807.75 1.39 | \$29,429.50 1.42 | \$30,051.25 1.45 |
| 4 | \$26,528.00 1.28 | \$27,149.75 1.31 | \$27,771.50 1.34 | \$28,393.25 1.37 | \$29,636.75 1.43 | \$30,258.50 1.46 | \$30,880.25 1.49 |
| 5 | \$27,357.00 1.32 | \$27,978.75 1.35 | \$28,600.50 1.38 | \$29,222.25 1.41 | \$30,465.75 1.47 | \$31,087.50 1.5 | \$31,709.25 1.53 |
| 6 | \$28,186.00 1.36 | \$28,807.75 1.39 | \$29,429.50 1.42 | \$30,051.25 1.45 | \$31,294.75 1.51 | \$31,916.50 1.54 | \$32,538.25 1.57 |
| 7 | \$29,015.00 1.4 | \$29,636.75 1.43 | \$30,258.50 1.46 | \$30,880.25 1.49 | \$32,123.75 1.55 | \$32,745.50 1.58 | \$33,367.25 1.61 |
| 8 | \$29,844.00 1.44 | \$30,465.75 1.47 | \$31,087.50 1.5 | \$31,709.25 1.53 | \$32,952.75 1.59 | \$33,574.50 1.62 | \$34,196.25 1.65 |
| 9 | \$30,673.00 1.48 | \$31,294.75 1.51 | \$31,916.50 1.54 | \$32,538.25 1.57 | \$33,781.75 1.63 | \$34,403.50 1.66 | \$35,025.25 1.69 |
| 10 | \$31,502.00 1.52 | \$32,123.75 1.55 | \$32,745.50 1.58 | \$33,367.25 1.61 | \$34,610.75 1.67 | \$35,232.50 1.7 | \$35,854.25 1.73 |

Base of

\$20,725.00

Down Index
of .04Across
Index of
.03MA Index of
.06

CAMANCHE COMMUNITY SCHOOL DISTRICT
2006-2007

Supplemental Salary Hiring Schedule

BASE \$20,725.00

| LEVEL 1 | | ANNUAL INCREASE .003 | |
|------------------|-----------------|-------------------------|---------------|
| SPORT | POSITION | % | SALARY |
| Football | Head Varsity | 16.50% | \$3,419.63 |
| Volleyball | Head Varsity | 13.00% | \$2,694.25 |
| Cross Country | Head Varsity | 10.00% | \$2,072.50 |
| Boys Basketball | Head Varsity | 16.50% | \$3,419.63 |
| Girls Basketball | Head Varsity | 16.50% | \$3,419.63 |
| Wrestling | Head Varsity | 16.50% | \$3,419.63 |
| Boys Track | Head Varsity | 13.00% | \$2,694.25 |
| Girls Track | Head Varsity | 13.00% | \$2,694.25 |
| Boys Tennis | Head Varsity | 13.00% | \$2,694.25 |
| Girls Tennis | Head Varsity | 13.00% | \$2,694.25 |
| Baseball | Head Varsity | 13.00% | \$2,694.25 |
| Softball | Head Varsity | 13.00% | \$2,694.25 |
| ACTIVITY | POSITION | | |
| Band | HS Head | 12.00% | \$2,487.00 |
| Vocal Music | HS Head | 12.00% | \$2,487.00 |
| Drama | HS Head | 14.00% | \$2,901.50 |

| LEVEL 2 | | ANNUAL INCREASE .002 | |
|------------------|----------------------------|-------------------------|---------------|
| SPORT | POSITION | % | SALARY |
| Football | Assistant Varsity | 12.00% | \$2,487.00 |
| Football | Assistant Varsity | 12.00% | \$2,487.00 |
| Football | Head 9th & 10th Grade | 11.00% | \$2,279.75 |
| Football | Assistant 9th & 10th Grade | 9.50% | \$1,968.88 |
| Football | Head 8th Grade | 8.50% | \$1,761.63 |
| Football | Head 7th Grade | 8.50% | \$1,761.63 |
| Volleyball | Assistant Varsity | 9.50% | \$1,968.88 |
| Volleyball | Head 10th Grade | 9.50% | \$1,968.88 |
| Volleyball | Head 9th Grade | 9.00% | \$1,865.25 |
| Volleyball | Head 8th Grade | 8.50% | \$1,761.63 |
| Volleyball | Head 7th Grade | 8.50% | \$1,761.63 |
| Boys Basketball | Assistant Varsity | 12.00% | \$2,487.00 |
| Boys Basketball | Head 10th Grade | 11.00% | \$2,279.75 |
| Boys Basketball | Head 9th Grade | 10.00% | \$2,072.50 |
| Boys Basketball | Head 8th Grade | 8.50% | \$1,761.63 |
| Boys Basketball | Head 7th Grade | 8.50% | \$1,761.63 |
| Girls Basketball | Assistant Varsity | 12.00% | \$2,487.00 |
| Girls Basketball | Head 10th Grade | 11.00% | \$2,279.75 |
| Girls Basketball | Head 9th Grade | 10.00% | \$2,072.50 |

| | | | |
|------------------|-----------------------|--------|------------|
| Girls Basketball | Head 8th Grade | 8.50% | \$1,761.63 |
| Girls Basketball | Head 7th Grade | 8.50% | \$1,761.63 |
| Wrestling | Assistant Varsity | 12.00% | \$2,487.00 |
| Wrestling | Head 9th Grade | 10.00% | \$2,072.50 |
| Wrestling | Head 7th & 8th Grade | 8.50% | \$1,761.63 |
| Boys Track | Assistant Varsity | 9.50% | \$1,968.88 |
| Boys Track | Head 7th & 8th Grade | 8.00% | \$1,658.00 |
| Girls Track | Assistant Varsity | 9.50% | \$1,968.88 |
| Girls Track | Head 7th & 8th Grade | 8.00% | \$1,658.00 |
| Boys Tennis | Assistant Varsity | 9.50% | \$1,968.88 |
| Girls Tennis | Assistant Varsity | 9.50% | \$1,968.88 |
| Baseball | Assistant Varsity | 9.50% | \$1,968.88 |
| Baseball | Head 9th & 10th Grade | 9.50% | \$1,968.88 |
| Softball | Head 9th & 10th Grade | 9.50% | \$1,968.88 |
| Boys Golf | Head Varsity | 4.00% | \$829.00 |
| Girls Golf | Head Varsity | 4.00% | \$829.00 |

| ACTIVITY | POSITION | | |
|-----------------|------------------------|-------|------------|
| Yearbook | HS Sponsor | 9.00% | \$1,865.25 |
| Student Council | HS Sponsor | 8.00% | \$1,658.00 |
| Cheerleading | HS Football Sponsor | 5.00% | \$1,036.25 |
| Cheerleading | HS Wrestling Sponsor | 5.00% | \$1,036.25 |
| Cheerleading | HS Basketball Sponsor | 5.00% | \$1,036.25 |
| Band | MS Head | 7.50% | \$1,554.38 |
| Drama | MS Head | 7.00% | \$1,450.75 |
| Speech | HS Large Group Sponsor | 7.00% | \$1,450.75 |
| Speech | HS Small Group Sponsor | 7.00% | \$1,450.75 |

| LEVEL 3 | | ANNUAL INCREASE .001 | |
|------------------------|---------------------------|-------------------------|------------|
| SPORT | POSITION | % | SALARY |
| Football | Assistant 8th Grade | 7.00% | \$1,450.75 |
| Football | Assistant 7th Grade | 7.00% | \$1,450.75 |
| Boys Basketball | Assistant 8th Grade | 7.00% | \$1,450.75 |
| Boys Basketball | Assistant 7th Grade | 7.00% | \$1,450.75 |
| Girls Basketball | Assistant 8th Grade | 7.00% | \$1,450.75 |
| Girls Basketball | Assistant 7th Grade | 7.00% | \$1,450.75 |
| Wrestling | Assistant 7th & 8th Grade | 7.00% | \$1,450.75 |
| Boys Track | Assistant 7th & 8th Grade | 5.00% | \$1,036.25 |
| Girls Track | Assistant 7th & 8th Grade | 5.00% | \$1,036.25 |
| Bowling | Head Varsity | 2.00% | \$414.50 |
| ACTIVITY | POSITION | | |
| Freshman Class | Sponsor | 1.50% | \$310.88 |
| Sophomore Class | Sponsor | 1.50% | \$310.88 |
| Junior Class | Sponsor | 3.00% | \$621.75 |
| Junior Class | Sponsor | 3.00% | \$621.75 |
| Senior Class | Sponsor | 2.00% | \$414.50 |
| Student Council | MS Head | 4.00% | \$829.00 |
| National Honor Society | Sponsor | 1.50% | \$310.88 |

| | | | |
|-------------------|---------------|---------------|---------------------|
| Audio/Visual | Coordinator | 5.00% | \$1,036.25 |
| Sound Crew | Coordinator | 5.00% | \$1,036.25 |
| Cheerleading | MS Sponsor | 4.00% | \$829.00 |
| Vocal Music | MS Head | 1.50% | \$310.88 |
| UN Club | Sponsor | 2.50% | \$518.13 |
| AFS | Sponsor | 2.50% | \$518.13 |
| Academic Bowl | Sponsor | 1.50% | \$310.88 |
| TAG | Elementary | 1.00% | \$207.25 |
| TAG | MS & HS | 4.00% | \$829.00 |
| Spanish Club | Sponsor | 4.00% | \$829.00 |
| Memory Book | MS Sponsor | 4.00% | \$829.00 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Elementary | 1.50% | \$310.88 |
| TAT | Middle School | 1.50% | \$310.88 |
| TAT | Middle School | 1.50% | \$310.88 |
| TAT | Middle School | 1.50% | \$310.88 |
| TAT | Middle School | 1.50% | \$310.88 |
| BLT | Elementary | 1.50% | \$310.88 |
| BLT | Elementary | 1.50% | \$310.88 |
| BLT | Elementary | 1.50% | \$310.88 |
| BLT | Middle School | 1.50% | \$310.88 |
| BLT | Middle School | 1.50% | \$310.88 |
| BLT | Middle School | 1.50% | \$310.88 |
| BLT | High School | 1.50% | \$310.88 |
| BLT | High School | 1.50% | \$310.88 |
| BLT | High School | 1.50% | \$310.88 |
| BLT | High School | 1.50% | \$310.88 |
| Conflict Managers | Elementary | 1.50% | \$310.88 |
| Conflict Managers | Elementary | 1.50% | \$310.88 |
| Conflict Managers | Elementary | 1.50% | \$310.88 |
| | | 7.4750 | \$154,919.38 |

APPENDIX A

LETTER OF UNDERSTANDING 2006-2007

The Interest Based Bargaining Team reached a consensus that a letter of understanding be attached to an appendix of the 2006 - 2007 contract in regard to Article 5, Section E and Article 11, Section A, number 2.

It was agreed that this Letter of Understanding state that these two sections of the contract will remain in effect until such time that a form of block scheduling is developed and implemented at the high school, middle school, or both. At that time, these sections would become deactivated and moved into the appendix and held there in the event that the district would return to a traditional (6, 7, or 8 period) schedule at a later time.

It was also agreed that when Sections E and the Elementary Work Day are de-activated the dollars that were spent during the previous fiscal year for these two sections will be rolled-over and put onto the Base Salary figure.

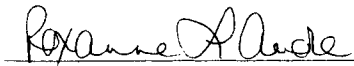
SIGNATURES:


Camanche Schools Superintendent

7/13/06
date


Camanche Education Association President

7/13/06
date


Camanche Schools Business Manager

7/13/06
date

APPENDIX B

(Extended for 2006-07 Contract Year)
Letter of Understanding

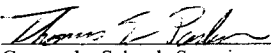
The Interest Based Bargaining Team reached a consensus that a letter of understanding be attached to an appendix of the 2006-2007 contract regarding Article 9, Section A.4, Personal Leave.

It was agreed that for the term of a one-year pilot program, "Black Out Days" would be applied to personal leave days in the following manner:

Up to 5% of a building's staff will be allowed to use a personal day on days identified as Black Out Days without the 2 for 1 cost of personal leave days. After the 5% limitation in number of staff in a building taking a personal leave day during a Black Out Day is reached, the procedure as defined in the Master Contract (cost of 2 for 1) will be followed for additional staff wishing to use personal leave days. All other Master Contract items regarding personal days and black out days will remain in effect.

The Interest Based Bargaining Team will review the results of this one-year pilot program to determine its level of success in meeting the team's interests.

Signatures



Camanche Schools Superintendent

7/13/06


Date



Camanche Education Association President

7/13/06

Date



Camanche Schools Business Director

7/13/06

Date